Social

The scope for calculating social data is the Tokyo Electron group (28 consolidated companies), and the calculating period is fiscal year 2021 (April 1, 2020 to March 31, 2021).
Japan: Tokyo Electron Ltd. and six consolidated subsidiaries (including Tokyo Electron Technology Solutions Ltd., Tokyo Electron Kyushu Ltd., Tokyo Electron Miyagi Ltd., and Tokyo Electron FE Ltd.)
Overseas: 21 consolidated subsidiaries (including Tokyo Electron America, Inc., Tokyo Electron Europe Ltd., Tokyo Electron Korea Ltd., Tokyo Electron Taiwan Ltd., Tokyo Electron (Shanghai) Ltd., and Tokyo Electron Singapore Pte. Ltd.)

Composition of Employees

		FY2017	FY2018	FY2019	FY2020	FY2021
Regular employees (Region/Group)	Number of regular employees	10,920	11,696	12,469	13,542	14,022
	Japan	6,967	7,268	7,526	7,806	7,921
	Rest of Asia	1,850	2,218	2,832	3,494	3,796
	Europe and Middle East	448	492	513	528	509
	North America	1,655	1,718	1,598	1,714	1,796

		FY2017	FY2018	FY2019	FY2020	FY2021
Employees (Employment type/Japan)	Number of employees	7,288	7,516	7,797	8,100	8,296
	Regular employees	6,967	7,268	7,526	7,806	7,921
	Men	6,079	6,292	6,479	6,681	6,722
	Women	888	976	1,047	1,125	1,199
	Non-regular employees	321	248	271	294	375
	Men	209	181	220	263	348
	Women	112	67	51	31	27

Recruitment/Employment (Japan)

denotes data with third-party assurance

		FY2017	FY2018	FY2019	FY2020	FY2021
New graduates hired	Number hired	72	167	199	281	253
	Under 30 yrs old	72	163	198	280	252
	Men	70	131	166	233	207
	Women	2	32	32	47	45
	30–49 yrs old	0	4	1	1	1
	Men	0	4	1	1	1
	Women	0	0	0	0	0
	50 and over yrs old	0	0	0	0	0
	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Percentage of women	2.8	19.2	16.1	16.7	17.8
Career-track recruits	Number hired	279	262	239	150	191
	Under 30 yrs old	102	102	85	42	56
	Men	85	85	67	35	49
	Women	17	17	18	7	7
	30–49 yrs old	170	156	145	96	123
	Men	155	135	119	82	92
	Women	15	21	26	14	31
	50 and over yrs old	7	4	9	12	12
	Men	6	3	5	10	11
	Women	1	1	4	2	1
	Percentage of women	11.8	14.9	20.1	15.3	20.4
Employees with disabilities	Percentage hired (TEL)	2.13	2.22	2.18	2.06	2.43
	Percentage hired (Group)	1.98	1.91	2.04	2.01	2.3
Female managers (Group)[1, 2, 3]	Number of people	42	20	22	23	26
	Percentage	1.6	1.8	2.0	2.0	2.2
Reemployment system	Number of users	125	156	201	242	313
	Men	123	155	196	235	305
	Women	2	1	5	7	8

1 Percentage of female managers Calculation method: Number of female managers/Number of managers × 100
2 Grade resetting through global human resources system since FY2018
3 As of March 31

		FY2017	FY2018	FY2019	FY2020	FY2021
Second career support system	Number of users	34	31	30	23	12
	Men	30	30	28	18	10
	Women	4	1	2	5	2
Percentage of regular employees who received regular performance and career evaluations		100.0	100.0	100.0	100.0	100.0

Employee Retention (Japan)

		FY2017	FY2018	FY2019	FY2020	FY2021
Employee retention	Retention after three years of joining TEL[1]	92.9	93.4	93.0	93.8	94.1
	Men	94.1	94.3	93.5	94.6	94.8
	Women	85.2	87.1	88.0	88.6	89.3
	Average service years	17 yrs. 1 mo.	17 yrs. 1 mo.	17 yrs. 2 mos.	17 yrs. 2 mos.	17 yrs. 4 mos.
	Men	17 yrs. 4 mos.	17 yrs. 4 mos.	17 yrs. 5 mos.	17 yrs. 5 mos.	17 yrs. 7 mos.
	Women	15 yrs. 5 mos.	15 yrs. 7 mos.	15 yrs. 8 mos.	15 yrs. 11 mos.	15 yrs. 10 mos.
Turnover[2]	Employee turnover	102	103	108	82	87
	Men	82	82	88	54	75
	Women	20	21	20	28	12
	Turnover percentage	1.4	1.4	1.4	1.0	1.0

1 Average in recent five years 2 Turnover due to personal circumstances

Work-life Balance (Japan)

denotes data with third-party assurance

		FY2017	FY2018	FY2019	FY2020	FY2021
Annual paid leave	Take-up rate[3]	64.1	64.3	67.2	72.6	62.5
Refreshment leave	Number of those who took leave	586	639	605	901	688
	Men	499	556	507	773	610
	Women	87	83	98	128	78
Paternity leave	Number of those who took leave	179	180	155	184	148
Childcare leave	Number of those who took leave	44	41	56	46	41
	Men	2	4	8	12	16
	Women (percentage who took leave)	42 (95.5)	37 (92.5)	48 (100.0)	34 (97.1)	25 (92.6)
	Number of those who returned to work after leave	44	44	43	48	54
	Men	2	6	6	8	15
	Women	42	38	37	40	39
	Percentage reinstated	93.6	93.6	93.5	94.1	96.4
	Retention rate	95.7	90.0	88.9	93.3	95.0
Shorter working hour system	Number of those who used	170	176	153	149	132
	Men	23	24	8	11	9
	Women	147	152	145	138	123
Leave to care for a sick/injured child	Number of those who took leave	464	455	517	625	510
	Men	263	281	334	428	353
	Women	201	174	183	197	157
Childcare support leave	Number of those who took leave	106	120	129	125	86
	Men	16	19	26	26	29
	Women	90	101	103	99	57
Extended nursing care leave	Number of those who took leave	2	3	5	2	2
	Men	1	2	2	2	0
	Women	1	1	3	0	2
Short nursing care leave	Number of those who took leave	50	47	63	95	110
	Men	31	25	38	56	69
	Women	19	22	25	39	41
Shorter working hour system for nursing care	Number of those who used	0	0	2	2	0
	Men	0	0	0	1	0
	Women	0	0	2	1	0

3 Take-up rate of annual paid leave Calculation method: (Days of paid leave taken by employees*)/(Days of paid leave provided to employees*) × 100 * Incl. non-regular employees

Customers

	FY2017	FY2018	FY2019	FY2020	FY2021
Percentage of respondents who selected "Very Satisfied" or "Satisfied" in the customer satisfaction survey	67.6	59.4	84.4	93.3	96.7

Products/Innovation

		FY2017	FY2018	FY2019	FY2020	FY2021
Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services		0	0	0	0	0
Active issued patents (Region/Country)	Number of active issued patents	16,023	16,767	17,473	18,137	18,692
	Japan	4,984	5,091	5,304	5,348	5,484
	North America	4,224	4,321	4,415	4,606	4,822
	Europe	199	185	179	191	206
	Korea	2,672	2,864	3,076	3,223	3,363
	Taiwan	2,387	2,675	2,817	2,948	2,925
	China	1,557	1,631	1,682	1,821	1,892

		CY2015[1]	CY2016[1]	CY2017[1]	CY2018[1]	CY2019[1]
Global patent application rate		70.0	76.1	81.2	79.8	74.3
Patent application success rate	Japan	66.5	71.5	82.9	83.1	84.9
	North America	72.3	78.0	85.1	85.5	87.3

1 Calendar year when patents were filed/granted

Safety

	FY2017	FY2018	FY2019	FY2020	FY2021
Percentage of employees who received training on basic safety	100	100	100	100	100
Percentage of employees who received training on advanced safety	100	100	100	100	100
Lost time incident rate (LTIR)	0.46	0.77	0.40	0.51	0.63
Number of workplace injuries per 200,000 work hours (TCIR)	0.28	0.38	0.20	0.23	0.27

Procurement

	FY2017	FY2018	FY2019	FY2020	FY2021
Percentage of new important suppliers screened using social criteria	100	100	100	100	100
Rate of improvement after supply chain CSR assessment (including green procurement survey)	16.9	20.7	—[2]	35.8	23.1
Rate of improvement after supply chain BCP assessment	32.3	21.2	19.4	16.0	20.3
Number of identified RMAP conformant smelters (rate of identification)	237 (100)	249 (100)	253 (100)	261 (100)	236 (100)

2 Unable to compare with previous fiscal year due to comprehensive revisions, including the survey

Governance

	FY2017	FY2018	FY2019	FY2020	FY2021
Total number of critical incidents notified to Board of Directors	1	0	0	0	0
Total number of incidents subject to legal action on the basis of anti-competitive conduct, anti-trust activity, or monopolistic practices where the governance body's involvement was revealed	0	0	0	0	0
Number of executive officers who received training on anti-corruption[3]	12	13	0	0	15
Total number (percentage) of directors who provided instructions on the body's policies and procedures in relation to anti-corruption[3]	11 (100)	12 (100)	12 (100)	11 (100)	11 (100)
Total number (percentage) of directors who received training on anti-corruption[3]	9 (81.8)	9 (75.0)	0 (0)	11 (100)	0 (0)
Payment to industry groups, etc. (thousand yen)[4]	19,676	20,543	21,093	29,927	32,036
Payment to politically affiliated organizations (yen)	—	0	0	0	0
Average tenure of directors	—	8.04	7.36	4.84	6.09
Average rate of attendance for board meetings	—	99.46	98.24	99.39	98.96

3 Scope : Japan 4 Industry groups were reviewed from FY2017

Compliance

	FY2017	FY2018	FY2019	FY2020	FY2021
Education on TEL's Code of Ethics/pledge rate[5]	—	—	—	—	98.8
Percentage of employees who have consented to the information security agreement	99.9	99.9	100.0	100.0	99.4
Significant fines and non-monetary sanctions for non-compliance with laws and regulations in the social and economic area	0	0	0	0	0

5 Scope: Global

Social Contribution

		FY2017	FY2018	FY2019	FY2020	FY2021
Spending on social contribution (million yen)[6]		242	238	281	250	244
Cash donations breakdown	Charity donations (providing donations/relief supplies to charity organizations)	17	13	11	4	13
	Community investment (charitable expenses for long-term cause for community)	43	49	55	68	62
	Commercial initiatives (charitable expenses with anticipated effects on business growth)	40	38	34	28	25

6 Spending on social contribution activities excluding disaster relief contributions

Environment

The scope for calculating environmental data is the Tokyo Electron group (28 consolidated companies), and the calculating period is fiscal year 2021 (April 1, 2020 to March 31, 2021).
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Greenhouse Gas Consumption/Emissions

☑ denotes data with third-party assurance

	Scope	FY2017	FY2018	FY2019	FY2020	FY2021	
CO_2 from energy consumption	Emissions metric (sales) (t-CO_2/billion yen)	1.77	1.34	1.24	1.38	1.21	
	Emissions (kt-CO_2)	141	152	159	155	169	
	Japan	110	119	127	127	138	☑
	Overseas	31	33	32	28	31	
CO_2 by scope	Scope 1[1] emissions (kt-CO_2)	8	9	9	11	12	
	Japan, energy-derived	6	7	7	10	10	☑
	Overseas, energy-derived	2	2	2	2	2	
	Scope 2[2] emissions (kt-CO_2)	133	143	150	144	157	
	Japan	104	112	120	118	128	☑
	Overseas	29	31	30	26	29	
	Scope 3[3] emissions (kt-CO_2)	4,028	5,855	6,467	5,874	6,222	
Non-energy-derived greenhouse gas	Emissions (kt-CO_{2e}) (Japan)	28	26	47	59	70	
	HFCs	3	3	3	6	5	
	PFCs	8	11	18	24	30	
	SF6	9	4	11	11	7	
	Other	8	8	15	18	28	
	Scope 1[4] emissions (kt-CO_{2e})	9	8	15	16	17	

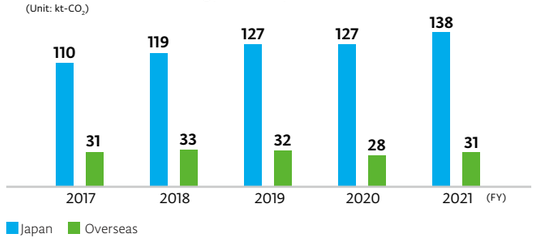
1 Scope 1: Direct GHG emissions from use of fuel and gas owned or controlled by TEL
Calculation method: Emissions = Σ (fuel consumed × CO_2 emission factor)
Emission factor based on Japan's Act on Promotion of Global Warming Countermeasures
2 Scope 2: Indirect GHG emissions from use of electricity purchased by TEL
Calculation method: Emissions = Σ (purchased electricity × CO_2 emission factor)
Adjusted emission factors for the electrical power providers concerned based on Japan's Act on Promotion of Global Warming Countermeasures were used as the emission factor for Japan
Emission factors based on values from the Emissions Factors 2019 edition published by the International Energy Agency (IEA) were used as the emission factor for overseas electricity consumption
3 Scope 3: Emissions from corporate value chains (excluding scope 1 and 2 emissions), such as product transportation, employee business travel, and major outsourced production processes
The entire scope is divided into 15 categories, of which calculations were made for categories 1, 2, 3, 4, 5, 6, 7, 9, 11, and 12. Calculations for categories 8, 10, 13, 14, and 15 were not made as they are either not included in TEL's activities, or have already been included in other categories.
4 Scope 1: Non-energy-derived CO_2 and greenhouse gases other than CO_2
Calculation method: Emissions = Σ (consumption × emission per unit consumption − amount recovered and properly treated) × global warming factor
Global warming factor is based on Japan's Act on Promotion of Global Warming Countermeasures

Resource Consumption

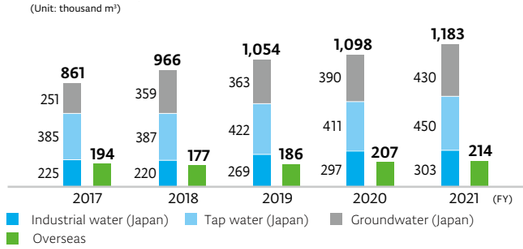
☑ denotes data with third-party assurance

	Scope	FY2017	FY2018	FY2019	FY2020	FY2021	
Water	Consumption (thousand m³)	1,055	1,143	1,240	1,305	1,397	
	Japan	861	966	1,054	1,098	1,183	☑
	Groundwater	251	359	363	390	430	
	Tap water	385	387	422	411	450	
	Industrial water	225	220	269	297	303	
	Overseas	194	177	186	207	214	
Copier paper	Use (t) (Japan)	157	194	165	132	38	

CO_2 Emissions from Energy Consumption
(Unit: kt-CO_2)



Water Consumption
(Unit: thousand m³)



Performance Summary: Environment

Energy Consumption/Generation

	Scope	FY2017	FY2018	FY2019	FY2020	FY2021
Energy	Emissions metric (sales) (kL/billion yen)	0.84	0.66	0.63	0.75	0.68
	Consumption (crude oil equivalent) (kL)	67,457	75,033	80,918	84,931	94,640
	Japan	52,676	59,613	65,757	70,520	78,035
	Overseas	14,781	15,420	15,161	14,411	16,605
Electricity	Consumption (MWh)	253,300	282,274	305,795	317,614	354,961
	Japan	200,547	226,747	250,911	265,293	294,652
	Overseas	52,753	55,527	54,884	52,321	60,309
Gas	Consumption (crude oil equivalent) (kL)	2,877	3,083	2,991	3,565	3,820
	Japan	1,666	1,947	1,948	2,611	2,728
	Overseas	1,211	1,136	1,043	954	1,092
Fuel	Consumption (crude oil equivalent) (kL)	797	875	915	1,482	1,560
	Japan	796	874	915	1,481	1,560
	Overseas	1	1	0	1	0
Green power	Purchase (MWh)	3,334	3,458	3,834	3,334	4,980
	Japan	0	0	0	0	0
	Overseas	3,334	3,458	3,834	3,334	4,980
PV power generation system	Power generation (MWh)	4,436	4,414	4,392	3,804	4,068
	Japan	4,436	4,414	4,392	3,804	4,068
	Overseas	0	0	0	0	0
Power sales	Power sales (MWh)*	1,346	1,386	1,382	1,225	1,285
	Japan	1,346	1,386	1,382	1,225	1,285
	Overseas	0	0	0	0	0

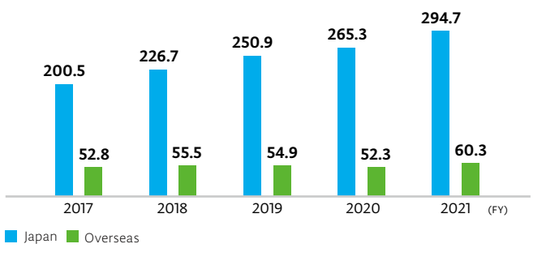
* Heating, cooling and steam not sold

Environmental Impact of Logistics

	Scope	FY2017	FY2018	FY2019	FY2020	FY2021
CO_2	Emissions (kt-CO_2)	97	122	146	186	152
	Japan	7	12	9	9	9
	Overseas	90	110	137	177	143
Proportion of marine transportation (international)		31.9	36.4	35.9	31.9	34.3

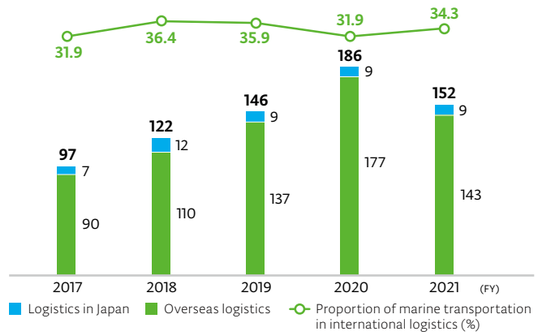
Electricity Consumption

(Unit: Million kWh)



CO_2 Emissions from Logistics and the Proportion of Marine Transportation

(Unit: kt-CO_2)



Amount of Waste Generated

	Scope	FY2017	FY2018	FY2019	FY2020	FY2021
Waste	Amount generated (t)	12,318	14,435	14,960	13,989	14,997
	Japan	11,393	13,694	14,208	12,973	13,705
	Overseas	925	741	752	1,016	1,292
Specially controlled industrial waste	Emissions (t) (Japan)	3,683	4,904	6,619	5,911	6,718
Recycling	Recycled amount (t)	12,128	14,211	14,770	13,748	14,814
	Japan	11,281	13,561	14,092	12,831	13,587
	Overseas	847	650	678	917	1,227
Incinerated and landfill waste	Amount of waste (t)	190	224	190	241	183
	Japan	112	133	116	142	118
	Overseas	78	91	74	99	65
Water discharges	Water discharge volume (thousand m^3)	874	905	1,006	1,078	1,195
	Japan	709	759	850	900	1,006
	Overseas	165	146	156	178	189

Chemical Substances Consumption/Emissions (Japan)

	Scope	FY2017	FY2018	FY2019	FY2020	FY2021
PRTR Class I designated chemical substances	Volume handled (t)	64	100	101	121	144
	Ferric chloride	33	82	84	98	106
	Hydrogen fluoride and its water-soluble salts	25	12	11	12	24
	Methylnaphthalene	5	5	5	10	13
	VOCs[1]	0.0	0.0	0.0	0.1	0.1
	Other	1	1	1	1	1
	Amount transported (waste amount) (t)	59	95	96	111	131
	Consumption (t)	5	5	5	10	13
NOx	Emissions (t)	7.9	11.5	9.6	11.9	13.0
SOx	Emissions (t)	2.5	2.7	2.8	4.0	4.9

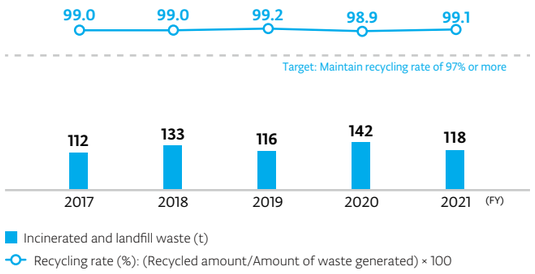
1 VOCs: Volatile Organic Compounds

Other

	Scope	FY2017	FY2018	FY2019	FY2020	FY2021
ISO 14001	Number of certified offices	8	9	9	9	11
	Japan	5	5	5	5	5
	Overseas	3	4	4	4	6
Biodiversity	Number of ecosystem tours[2]	18	22	17	18	18
	Number of ecosystem tour participants[2]	396	718	595	368	52
Environmental laws and regulations	Number of breaches of environmental laws and regulations	0	0	0	0	0
	Amount of fines for breaches of laws and regulations	0	0	0	0	0
Total product shipment (t)[2]		20,445	34,110	32,715	31,184	28,862

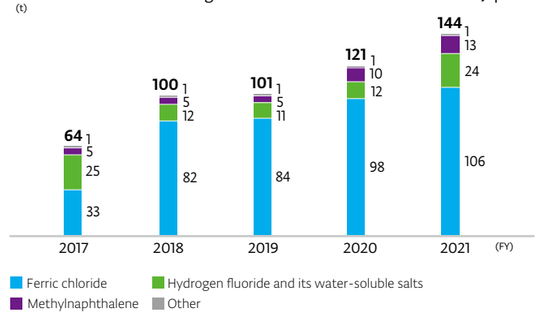
2 Scope: Japan

Recycling Rate/Generation of Incinerated and Landfill Waste in Japan



Volume of PRTR Class I Designated Chemical Substances Handled in Japan

(t)



Independent Practitioner's Assurance

Deloitte.
デロイト トーマツ

（TRANSLATION）

Independent Practitioner's Assurance Report

June 28, 2021

Mr. Toshiki Kawai,
Representative Director, President & CEO,
Tokyo Electron Ltd.

Masahiko Sugiyama
Representative Director
Deloitte Tohmatsu Sustainability Co., Ltd.
3-2-3, Marunouchi, Chiyoda-ku, Tokyo

We have undertaken a limited assurance engagement of the CO_2 Emissions from energy consumption in Japan, the Water consumption in Japan, Female managers percentage in Japan and Annual paid leave take-up rate in Japan indicated with ☑ for the year ended March 31, 2021 (the "Sustainability Information") included in the "TOKYO ELECTRON SUSTAINABILITY REPORT 2021" (the "Report") of Tokyo Electron Ltd. (the "Company").

The Company's Responsibility

The Company is responsible for the preparation of the Sustainability Information in accordance with the calculation and reporting standard adopted by the Company (indicated with the Sustainability Information included in the Report). CO_2 quantification is subject to inherent uncertainty for reasons such as incomplete scientific knowledge used to determine emissions factors and numerical data.

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. We apply International Standard on Quality Control 1, *Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements*, and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Sustainability Information based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements ("ISAE") 3000, *Assurance Engagements Other than Audits or Reviews of Historical Financial Information*, issued by the International Auditing and Assurance Standards Board ("IAASB"), ISAE 3410, *Assurance Engagements on Greenhouse Gas Statements*, issued by the IAASB and *the Practical Guideline for the Assurance of Sustainability Information*, issued by the Japanese Association of Assurance Organizations for Sustainability Information.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records. These procedures also included the following:

- Evaluating whether the Company's methods for estimates are appropriate and had been consistently applied. However, our procedures did not include testing the data on which the estimates are based or reperforming the estimates.
- Performing interviews of responsible persons and inspecting documentary evidence to assess the completeness of the data, data collection methods, source data and relevant assumptions applicable to the sites.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Sustainability Information is not prepared, in all material respects, in accordance with the calculation and reporting standard adopted by the Company.

The above represents a translation, for convenience only, of the original Independent Practitioner's Assurance report issued in the Japanese language.

Member of
Deloitte Touche Tohmatsu Limited